DEFENSE INTEGRATED MILITARY HUMAN RESOURCES SYSTEM

(DIMHRS)

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What is DIMHRS?

- **DOD Pers/Pay system for 4 Services**
- **Will replace all or part of MCTFS and UD/MIPS**
- **Web based**
- **Based on PeopleSoft HRM Software**

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Why create DIMHRS?

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- **CINC's lack access to accurate or timely data**
- **OSD hindered by the lack of standard data definitions**
- **Activated Reservists are sometimes "lost"…impacting pay, their credit for service, and other benefits.**
- **Deployment location tracking.**
- **Personnel and pay functions differ among the Services resulting in multiple data entry, complex system maintenance, reconciliation workload, and pay**

What will DIMHRS do?

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- **Process Accessions**
- **Manage Personnel Strength**
- **Sustain Personnel**
- **Support Quality of Life**
- **Perform Military Personnel and Pay Administration**
- **Transition Personnel**

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DIMHRS is Supported by the SecDef

1. Successfully Pursue the Global War on Terrorism
2. Strengthen Joint Warfighting Capabilities
3. Transform the Joint Force
4. Optimize Intelligence Capabilities
5. ***Improve Force Manning (Develop 21st century human resource approach)***
6. New Concepts for Global Engagement
7. Counter the proliferation of WMD
8. Homeland Security
9. ***Streamline DoD Processes***
10. ***Improve Interagency Process, Focus and Integration***

DIMHRS directly supports 3 of the SecDef's top 10 objectives

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OVER 80 LEGACY SYSTEMS REDUCED TO 1

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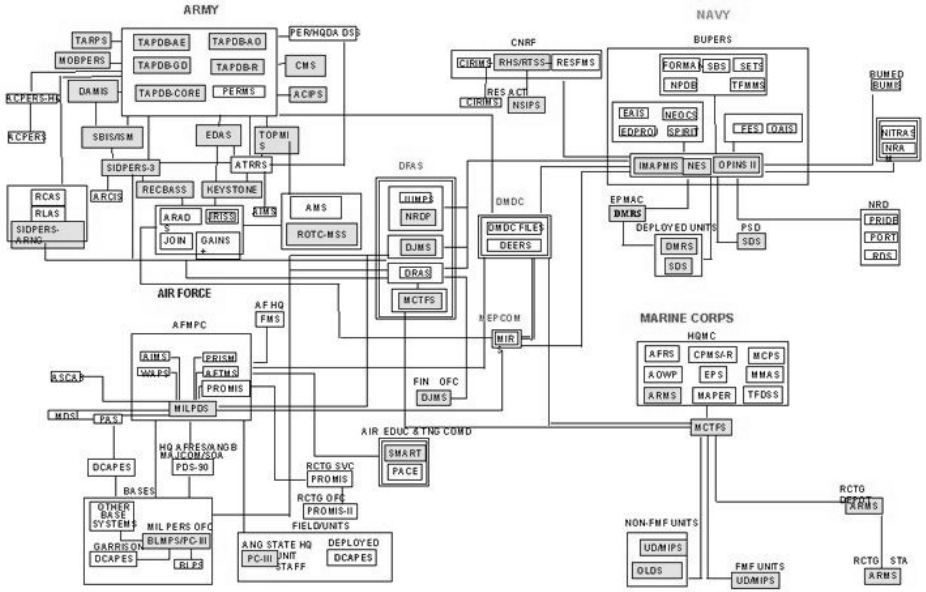
Army

Navy



Air Force

Marine Corps

DIMHRS
Integrated Personnel & Pay

A single capability ensuring accuracy, timeliness and accountability for all components of the Army, Navy, Air Force and Marine Corps

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DIMHRS WILL PROVIDE THE MARINE CORPS…

- **Cross-Service Support**
  - **Administrative support to attached Naval and other Service Personnel**
  - **Marines can be assisted at Army, Navy, Air Force installations**
- **Inter Agency Support (especially VA)**
- **Better visibility and tracking of personnel during Joint Operations**

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What DIMHRS probably will not provide the Marine Corps…

- **A single system that does all that MCTFS does today**

- **Total control of system management**

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Key Players

- **Joint Requirements and Integration Office (JR&IO)**
  - **Responsible for development of all DIMHRS business requirements**
- **Joint Program Management Office (JPMO)**
  - **Responsible for acquisition, development, cost, schedule and performance**
- **Marine Corps DIMHRS Team**
  - **Coordinates the Pers/Pay requirements to the JR&IO and JPMO**

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Marine Corps DIMHRS Team

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- **Marine Corps Systems Command**
  - **Program Management**
- **Manpower and Reserve Affairs**
  - **Personnel Functional Advocate**
  - **JR&IO Comprehensive Analysis Team**
    - **Membership since 1995**
  - **MISSA – MCTFS system experts**
- **Programs and Resources**
  - **Finance Functional Advocate/JR&IO SME's**
  - **JR&IO Comprehensive Analysis Team**
    - **Membership since 1995**

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Marine Corps DIMHRS Team (Cont)

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- **Executive Steering Committee**
  - **A/DC M&RA**
  - **A/DC P&R**
- **Joint Integration Group**
  - **Director, Manpower Management Information Systems Division, Manpower and Reserve Affairs, HQMC**
  - **Head, Finance Branch, Programs and Resources, HQMC**

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Marine Corps DIMHRS Team (Cont)

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- **Marine Corps Joint Program Management Office Liaison Officer**
  - **Full time, NOLA**
- **Marine Corps Operational Test and Evaluation Activity (MCOTEA)**
- **Technical Services Organization (TSO)**
  - **Technical Consultant, MCTFS system experts**

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Developer / Implementer

- **Northrop-Grumman Information Technology (NGIT) was $283 Million Cost Plus 10 year contract**
- **NGIT incentivised to use PeopleSoft "out of the box"**
- **Development will begin May 2004**

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Services Must…

- **Provide Subject Matter Experts to assist the Requirements Development Process**
- **Be willing to make changes in processes and adopt the COTS product when doing so does not adversely affect mission, efficiency, or Service Members**
- **Stay involved to ensure our needs are met**
- **Not neglect DIMHRS… "You get what you pay for"**

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Current and future Activities

- **Completion of DIMHRS Business Requirements Review**
- **MCTFS/TFAS Gap Analysis**
  - **Identify MCTFS/TFAS capabilities not covered in DIMHRS requirements**
- **Reviewing all subsumed systems functionality as well as interfaces to manpower and training systems**
- **Data Mapping/Analysis/Cleansing**
- **Develop workflow for all business personnel and pay processes (June 15)**

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Current and future Activities (Cont)

- Joint working groups
  - Change Management/Communication
- Integrated Product Teams/WIPT's
  - Deployment, Security, Cost, System Engineering, Interface, Data, Logistics, Training, Testing, etc
- DIMHRS Public Site www.dimhrs.mil

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Draft High Level Schedule

Pending Review & Approval

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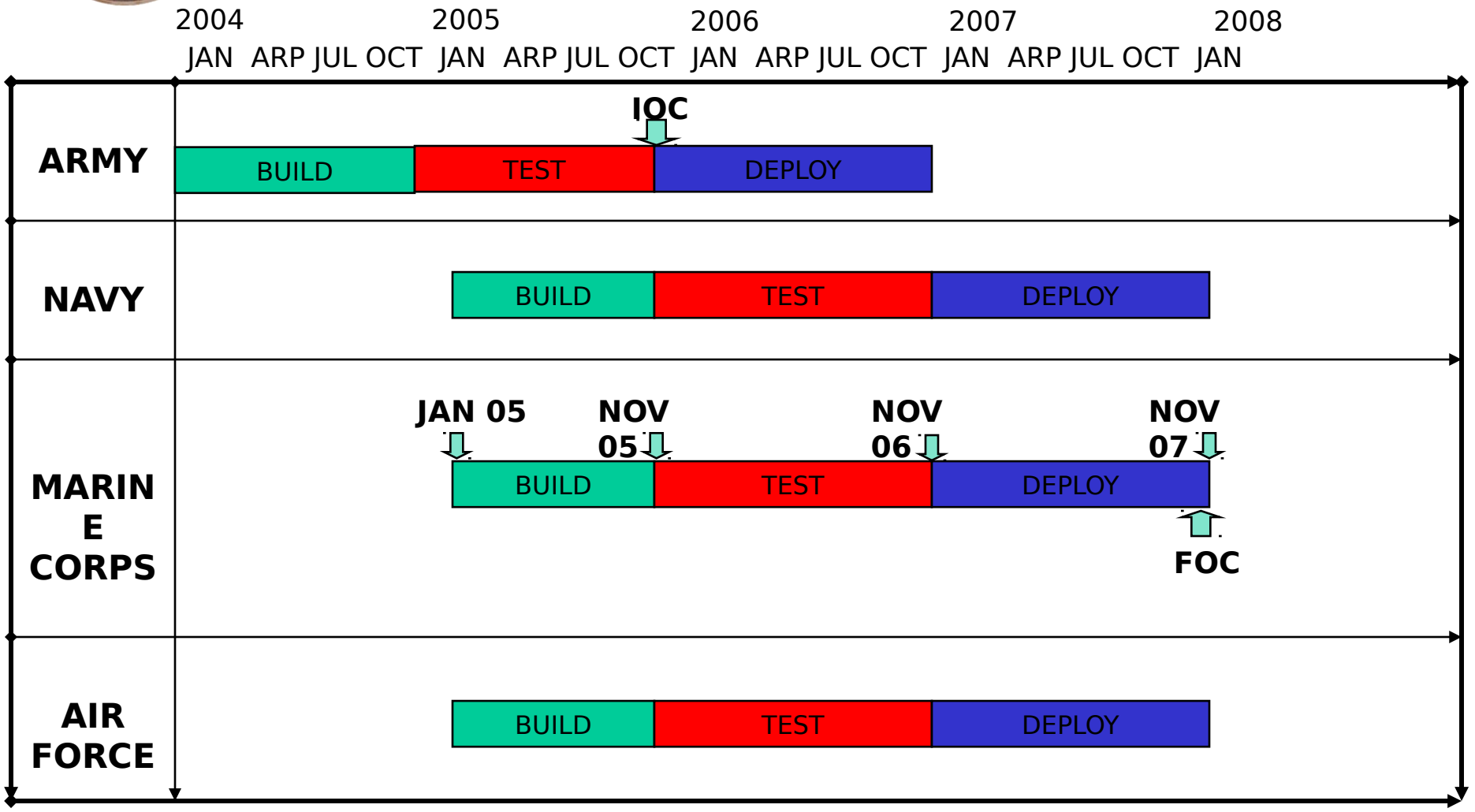

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Questions??

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